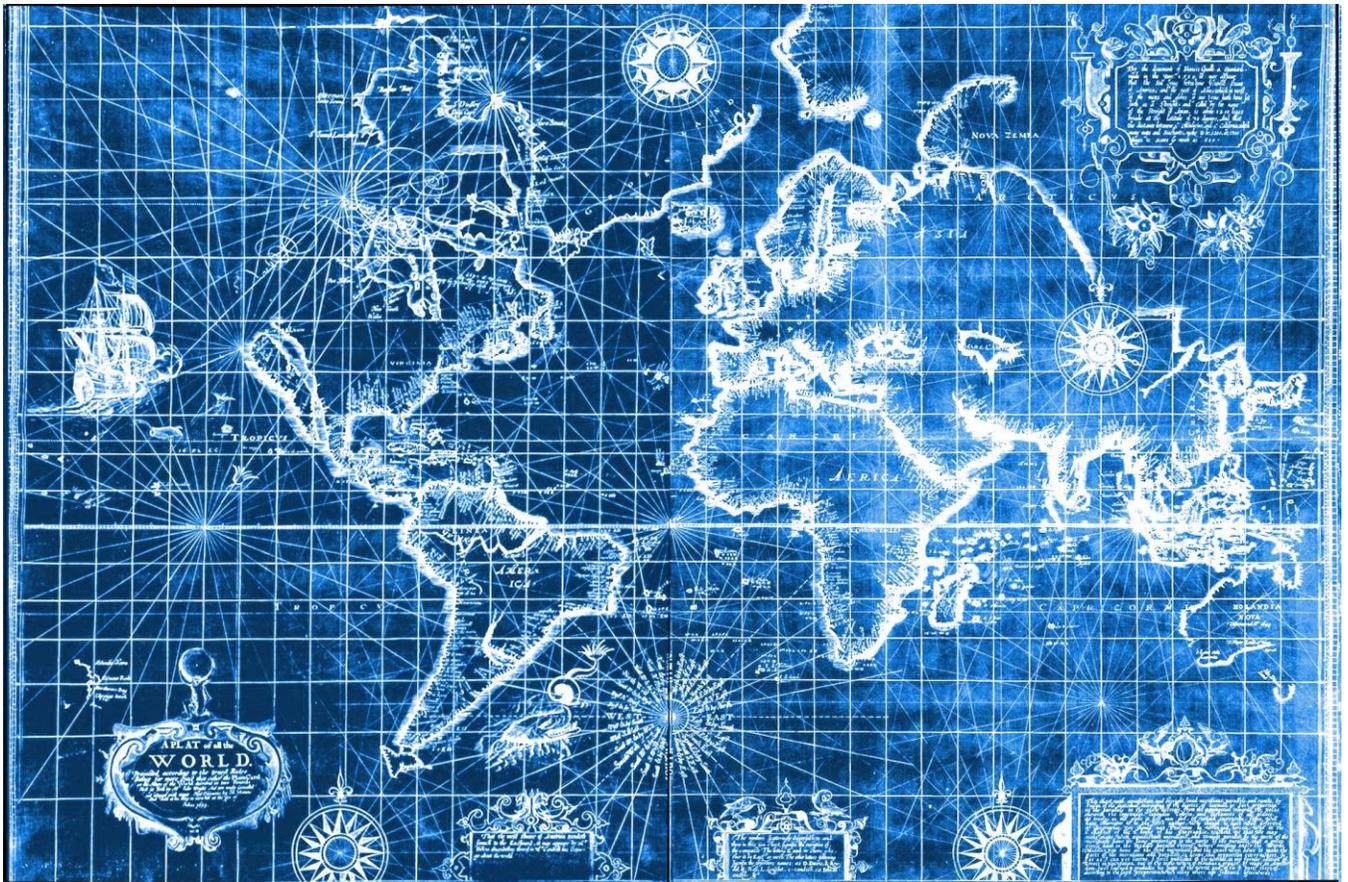


Pineland Global Mission Policy



2014

**PINELAND BAPTIST CHURCH
GLOBAL MISSION POLICY**

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1 General

1.1 Our Purpose

It is the mission and goal of Pineland Baptist Church to carry out the command of Christ's Great Commission (Mt. 28:19-20). Therefore, we view Global Missions as an essential ministry of our church and our individual members. We are committed to the mobilization of our own resources (prayer, financial, and human) for the objective of reaching all peoples of the world for Christ.

1.2 Our Affiliation

Pineland Baptist Church is affiliated with the North American Baptist Conference Canada and USA. Bound by a common commitment to Global Mission, we have voluntarily associated with this group to accomplish by united effort that which would be impossible by our own individual effort. We, therefore, make the Conference's national and worldwide ministries a key component of our missionary involvement, educating members to understand and appreciate the NAB's missionary programs.

1.3 Definition of Global Mission

For the purposes of this Global Mission Policy, "Global Missions" will be defined as any ministry carried on outside the local congregation at Pineland Baptist Church and not directly under the jurisdiction of Pineland Baptist Church (PBC), the purpose of which is to fulfill the Great Commission by proclaiming the Gospel of Jesus Christ through evangelism, discipling, church planting, and church development. We recognize the importance of meeting other human needs while carrying on any of these ministries, in accordance with Christ's great commandment.

Pineland Baptist Church considers the primary need for Global Mission to be that of reaching the lost who exist in a cultural setting different from our own, and who generally do not have easy access to the Gospel. Therefore, the priority for missionary support by the Pineland Baptist Church Global Mission Program should be in the area of cross-cultural outreach outside of Canada, or in a subculture within Canada.

1.4 Purpose of a Written Global Mission Policy

This policy has been developed carefully; its purpose is to improve the effectiveness of the Pineland Baptist Church Global Mission program by:

- helping us achieve a clear sense of direction.
- avoiding making important decisions on an emotional or impulsive basis (ie. charisma of Global Mission speaker, "connections" of those seeking support, the mood at the time a decision is made), and to be consistent in evaluating and continuing financial support.
- ensuring that each dollar is invested wisely in a credible Christian ministry.
- bringing new team members up to date, allowing them to quickly familiarize themselves with the issues to be faced in the general direction of our Global Mission policy.
- maintaining consistency as GM Team membership changes, accountability and good stewardship in Global Mission program
- encouraging participation in the Global Mission program.

1.5 Scriptural Basis for Global Mission

1.5.1 Old Testament

Beginning with the covenant made by God with Abraham (Gen. 12:2-3), God's purpose has been to redeem all the nations of the world as He promised blessing to all nations because of Abraham's faith.

This was also stated by the Prophet Isaiah that Israel, as a nation, was to make God known to the nations around them (Isaiah 49:6).

1.5.2 New Testament

The "Great Commission" in Matthew 28:18-20 provides the basis of New Testament teaching in regard to making disciples of all nations. This purpose is stated in Luke 24:46-48 and in John 12:31-32.

2 Global Mission Team

2.1 Name of Team

The group of people at Pineland Baptist Church responsible for the church's mission activities will be known as the Global Mission Team (GM Team).

2.2 The Size and Selection of the Global Mission Team

2.2.1 Each year the Pastors and Elders will appoint an Elder to the Global Mission Team to provide leadership liaison to the Board.

2.2.2 New team members will be recruited on the basis of their potential contribution to the Global Mission ministry.

2.2.3 The Lead Pastor is an ex-officio member of the committee as are any furloughing missionaries who are members of PBC.

2.3 Criteria for Selecting Team Members

2.3.1 Current Member of PBC in good standing.

2.3.2 Those demonstrating maturity and a desire to serve missionaries.

2.3.3 A team person, who demonstrates a heart for Global evangelism with spiritual gifts and abilities related to finances/budget, missionary and family needs.

2.4 Frequency of Meetings

2.4.1 The GM Team will meet as needed to give good administrative oversight to Pineland Missionaries and Mission Events.

2.4.2 At least 1/2 day a year will be set apart for prayer, evaluation and planning.

2.5 Responsibilities of Global Mission Team

2.5.1 Attend the meetings.

2.5.2 Prepare annual Mission budget. Make recommendations involving Missionary family concerns to the Elders for church approval.

2.5.3 Encourage the congregation to pray for Global needs as they arise and Pineland missionaries and ongoing participation of youth and adults in short term missionary service.

- 2.5.4 Educate and inspire the congregation in regards to Global Missions through displays, conferences, guest missionaries, mission projects for Sunday School/Youth etc.
- 2.5.5 Inform and serve as a liaison between the church and its missionary families, service organizations, mission agencies, and associations.
- 2.5.6 Care for missionaries on furlough as required or requested.
- 2.5.7 Update the Global Mission policy as needed and as approved by the Elders.
- 2.5.8 Recommend additions to or deletions to and from the missionary support list in accordance with the policies contained herein.

2.6 *Organization and Roles*

The GM Team will be organized as follows:

- 2.6.1 The Elder of Global Mission will act as a liaison between the Global Mission Team and the Elders. He, or Mission Chairperson, will be responsible for a written minutes report of each GMT meeting and the annual missions report to the church family. He will attend meetings and assist with planning, promotion and direction of this ministry.
- 2.6.2 The GM Team Leader/Chair will be selected yearly by the GM Team. The GM Team Leader will be responsible for setting agendas, chairing meetings. In consultation with the lead pastor and Elder of Global Missions provide leadership in the development of new policy and strategy for the church's ongoing Missions Program.
- 2.6.3 The GM Team will appoint a Secretary annually who will be responsible for recording of minutes of each meeting.
- 2.6.4 On an annual basis each member of the GM Team will be designated to serve in a particular area of the GM Team's responsibilities.
Each GMT member will have a specific missionary family to pray for and maintain communication with via email to keep the GM Team and Church informed on current needs and prayer requests.

3 Career Missionary Opportunities

3.1 Purpose

The purpose of PBC’s support of full-time career missionaries¹ is to provide workers for the harvest to reach the world for Christ.

Unless otherwise noted, this section applies to all candidates, whether they are Pineland Baptist Church members or not. Both members and non-members may be considered for full-time assignment. PBC members receive special consideration because of our responsibility as a church to support those we disciple and send.

3.2 Support Criteria

A career candidate will be considered for support based on the following:

- 3.2.1** Acceptance² by a PBC approved Missions Agency³
- 3.2.2** Completion of a written application (Appendix 2) which includes agreement with the PBC Statement of Faith (Appendix 1).
- 3.2.3** Completion of an interview with the GM Team.
- 3.2.4** Openness to guidance and discussion regarding present and future plans.
- 3.2.5** Agreement to adhere to the missionary review procedures (see PBC Section 3.9 below).

3.3 Support Priority

PBC will consider the following categories of missionaries in order to determine the priority given to candidates when considering support requests⁴:

Category 1:	Missionaries already supported by PBC who are members and who consider PBC their “home church.”
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¹ We view a “career” missionary as someone who intends to spend more than two years on the missions field.

² Written evidence of this acceptance must be provided, including a statement by the Mission Agency regarding the candidate’s proposed ministry and immediate plans.

³ We will support evangelical Mission Agencies which are in essential agreement with our doctrine and missions purposes. A Mission Agency new to PBC will be evaluated carefully and approved by both the GM Team and the Pastors and Elders, with consideration given to its management, leadership, ministry methods, and effectiveness.

⁴ Financial support is not automatically extended to everyone who fits the criteria of a given category. The decision to support a missionary or missionary candidate, and the actual level at which to support him or her, will be determined by the GM Team based on the suitability of the individual seeking support and other factors, as discussed elsewhere in this policy manual.

Category 2:	Long-term PBC members actively involved in the ministry of PBC, especially those who were discipled within the church. ⁵
Category 3:	Missionaries already supported by PBC who are not members.
Category 4:	Missionaries who have had no prior association with PBC, with the following order of priority: Missionaries who are affiliated with our denomination, NAB Missionaries sponsored by any consortium in which PBC voluntarily participates. Missionaries who are based in the Ontario area.

3.3.1 Care and concern for Category 1 will normally take precedence before giving consideration to adding new candidates of any other category. Additional consideration for adding new missionaries to our roster will be based on the decreasing priorities of Categories 2-4. PBC feels a special responsibility to support in every way possible those missionaries and missionary candidates in Category 2. These are people who have been prepared by PBC to serve Christ as missionaries. We believe that our church bears the primary responsibility of support of all missionaries we send. Our financial and prayer support represents the final important step in our long-term process of preparing them to serve Christ as missionaries.

3.3.2 Missionary candidates who are PBC members are expected to participate significantly in the ministries at PBC for at least one year before receiving support, in order for the church to judge that the Biblical standards for leadership (1 Timothy 3 and Titus 1) are met for missionary service.

⁵ Long-term members are considered to be those members who have attended during the previous five years. Also considered as long-term members are young adults who were raised in the church but who have been away because of schooling or ministry training.

⁶ We believe support of national missionaries in most instances should be the responsibility of the national churches, but we are willing to consider short-term exceptions to this guideline.

3.4 *Support Target Levels*⁶

The following target levels of support⁷ will be used as a guide for candidates and for PBC for budget generation:

Categories 1 & 2:	50% of support requirement as established by their Mission agency. Maximum support may be 100%.
Category 4:	25% of support requirement as established by their Mission agency. Maximum support may be 100%.
Categories 3, 5:	10% of support requirement as established by their Mission agency. Maximum support will be 20%.
Category 6:	Up to 100% funding may be provided.

In addition to regular support as defined above, missionaries may also need to raise ministry funds, in which PBC may choose to participate.

3.5 *Support During Home Assignment*

PBC will continue to support all of its missionaries while they are on home assignment. Missionaries receiving support at a level of 50% or more normally will be required to spend the majority of their time at PBC while on home assignment. While at home they will be expected to serve within the church alongside PBC staff, using their gifts and skills to help build the church body. A ministry plan for the home assignment period will be developed and agreed to by the Missionary, the Missions Agency, GM Team, and the pastors. The expectation of hours worked per week will be in proportion to the percent support PBC supplies toward their total need: missionaries receiving 100% support from PBC would generally be expected to work between 20 and 40 hours per week in church-related ministry. Special consideration will be given to individuals with specific skills that may not fit into the church setting (e.g., a missionary doctor).

3.6 *Conditions of Financial Support*

3.6.1 PBC acceptance of new missionaries will be by recommendation of the GM Team, with approval of the Elders, and by congregational vote approving the

⁷ The above target levels are not mandatory. The actual level for each missionary will reflect other considerations, including support needs and the availability of budget funds at the time new candidates are considered. PBC recommends that all missionary support be broader-based and that only in special circumstances should PBC's commitment go above the 50% level.

⁸For the purposes of the category descriptions above, we define "support" to include the following: Base salary allowance; Medical and dental insurance; Education for children; Retirement benefits; Federal and Provincial programs paid by the employer (e.g., CPP, EI); Required travel to and from the ministry destination; and Missions Agency administrative fee.

amount budgeted for the new missionary's support, as specified in the annual missions budget.

- 3.6.2** Once accepted for support by PBC, continuing support is generally anticipated. Support status will be regularly reviewed as a part of the annual church and missions budget process. After budget approval by the congregation, missionaries will be notified in writing of their support status for the coming year. This notification will come from the GM Team /Chair/Elder/Church Treasurer.
- 3.6.3** Accepted missionaries must notify the GM Team in writing prior to making major changes in ministry, location, church membership or board. This process should include timely notification to the GM Team of major problems being encountered. A review of continued support, if necessary, will be made.
- 3.6.4** PBC's commitment is primarily to the missionary; however, should the relationship between a missionary and the sending agency be terminated, PBC support will be terminated unless PBC approves a transfer to another board. It is expected that PBC will be informed of developing conditions that may lead to such a change in status or ministry.
- 3.6.5** Support of a missionary may be terminated in instances such as the unapproved transfer from one board to another, the termination of an active relationship with an approved agency, behavior unbecoming to the cause of Christ, ineffective ministry as judged under the "Missionary Review Procedures" (see Section 3.9).
- 3.6.6** In the event a missionary remains on furlough for longer than one year, continuation of support will be reviewed and may be terminated by the GM Team. Similarly, support during an educational leave of longer than one year will be reviewed. The GM Team will decide if continuation of support is appropriate.
- 3.6.7** Discontinuation of support recommended by the GM Team, requires approval by the Elders, and will then be communicated to the congregation via newsletter, bulletin notice, or other appropriate means.

3.7 *Support Contract*

The commitments of both PBC and the missionary will be summarized in a short contract similar to that shown in Appendix 3.

3.8 *Support of National Christian Leaders*

National Christian leaders can be supported for a limited period of time after considering the following:

- 3.8.1** Their affiliation with an approved mission agency.
- 3.8.2** The proper administration of the funds to ensure that the monies get to them and their ministries.

3.8.3 Adequate and annual communication of the national leader through the respective agency is requested.

3.9 *Missionary Review Procedures*

3.9.1 Each career missionary supported by PBC will provide, by the end of each October, a written annual report from Mission Agency detailing his or her prior year's activity. The report will:

- Increase our effectiveness in prayer and financial support.
- Communicate the most recent goals of the missionary—both ministry and personal goals.
- Evaluate the previous year's accomplishments and short-comings.
- Update our financial records.
- Inform us of upcoming furlough plans, educational pursuits, or ministry ventures.

3.9.2 The GM Team will review the support needs of each PBC missionary in accordance with the following guidelines:

- The annual report information (above).
- The field assignments of the missionary (in light of our guidelines for distribution of monies).
- The demonstrated effectiveness of the missionary in accomplishing his assigned tasks.

3.9.3 Missionary support will be considered for increase according to:

- Inflationary costs of the country of service.
- Increased support needs.
- An increased desire on the part of PBC to participate in a particular ministry and/or geographical area.

3.9.4 Missionary support will be re-evaluated when:

- The missionary changes field assignment and/or the basic nature of his work.
- The missionary changes mission agencies.
- The missionary fails to submit an annual report and quarterly prayer letters.
- The missionary extends a normal furlough period beyond one year.
- The missionary is assigned to home-office administration.

3.9.5 Missionary support will be reduced or stopped as follows:

- Except for cause or other unusual circumstances support will not be terminated during a term.
- In normal situations, the missionary will be notified three months before support is changed or stopped.
- In cases of ministry misconduct (abandonment of the mission, infidelity, unethical practices, etc.), the support will be stopped immediately upon investigation and verification of the situation.
- In these situations, the missionary will be told why support is being altered and given an opportunity to respond accordingly.

3.10 *Other Career Support Guidelines*

3.10.1 Financial support for an approved missionary may begin upon or prior to their arrival on the field of service. This would include preliminary training, language school and/or preparation for the ministry.

3.10.2 Initial support may continue for up to two years for the preliminary training, language school, and preparation for the missionary.

3.10.3 In cases where missionaries are not on the field to which the GM Team approved them after two years, support will be reviewed and decisions made with concern to ongoing financial support.

3.10.4 A missionary will be supported throughout the normal furlough period, but support will be reviewed for furlough extensions.

3.11 *Personal Solicitation of Support*

3.11.1 Candidates who apply to the GM Team will be notified by the GM Team of its action. If the GM Team approves support and/or approves direct solicitation of financial support from individual PBC members, the GM Team will provide the candidate with either an appropriate statement or letter which can be incorporated with the request. The GM Team will also inform the congregation of decisions to (1) support a candidate or (2) endorse a candidate's solicitation of PBC members.

3.11.2 Church members seeking Global Mission Opportunities are urged to use the GM Team as a resource. PBC members should check solicitations they receive for a statement of the GM Team's endorsement. In the absence of such endorsement, PBC members will be encouraged to either (1) check with the GM Team when considering support or (2) suggest to the solicitor that he/she first seek endorsement by the GM Team and Elders.

3.12 Shortage of Funds

PBC will do everything possible to maintain its commitment to the annual Global Mission budget. The details of this will be outlined in the Financial Policy. If there is a shortage of funds, the following steps should be taken in order:

- (1) request that the pastoral staff make the need known and unite the congregation in prayer for the balance,
- (2) give priority to the support of missionaries vs. projects.
- (3) reduce commitments to missionaries proportionately.

4 Short-Term⁸ Missionary Opportunities

4.1 Purpose

To provide an opportunity to minister to others, to stimulate interest in missions and to help members assess their interests, gifts, and niche for missionary service, we will promote summer and other short-term mission projects. Such projects may be sponsored by PBC or by other organizations. The church will make such opportunities known to all members and will provide counseling, prayer, and partial financial support, when necessary qualifications are met, upon acceptance.

4.2 Candidate Requirement

4.2.1 Candidates should exhibit the following characteristics:

- Evidence of the fruits of the Spirit (Gal. 5:22-23);
- Missions mindedness;
- Faithfulness to a balanced Christian life which includes evangelism, prayer, church attendance, sacrificial love, and good deeds.
- Ability to articulate the Gospel
- Those under 18 years of age must have parental support and a growing interest in missions as a possible career.

4.2.2 Each candidate must meet the requirements of the agency sponsoring the short-term program and provide the GM Team with information from the agency to verify requirements, assignment, and financial needs. If the agency is new to PBC, then information on the group should be supplied with the application.

4.2.3 Candidates will not be supported unless they have had, or will receive, appropriate training to prepare them for effective participation in the

⁸ We define “short-term” to be 1 week to 24 months in length. This includes home or foreign missions ministry during the summer months.

project. Such training is expected to provide information on the following: project objectives, expectations of the sponsor, candidate's role and duties, cultural sensitivity and appropriate conduct, appropriate clothing and other needs, living conditions, medical facilities, and any needed special skills that the candidate lacks.

- 4.2.4** Short-term missionaries are expected to be available to report on their short-term experiences to the GM Team and congregation and to be available to share their experiences at PBC when requested. Prior to leaving, the short-term missionary is expected to keep the GM Team informed regarding plans and support status. Changes in plans or assignments must be reviewed with the Elder Board.
- 4.2.5** An individual seeking to become involved with a short-term missions project that has a duration of greater than 12 weeks may be interviewed as if he/she were a career missionary, following the process outlined in Section 3 above.
- 4.2.6** Candidates may solicit funds directly or indirectly from PBC members only after receiving approval from the GMT. Financial needs should first be brought to the GMT. Solicitation letters should be submitted for screening by the GMT for content and accuracy.
- 4.2.7** Candidates will not be supported unless they have had, or will receive, appropriate training to prepare them for effective participation in the project. Such training is expected to provide information on the following: project objectives, expectations of the sponsor, candidate's role and duties, cultural sensitivity and appropriate conduct, appropriate clothing and other needs, living conditions, medical facilities, and any needed special skills that the candidate lacks.
- 4.2.8** Missionary programs sponsored and endorsed by PBC will follow guidelines 4.2.1 through 4.2.7 above, under the supervision of the GMT or designate. The 33% personal financial requirement can be modified for youth still in high school, but some personal sacrifice is expected. It will be the responsibility of the GMT to inform and coordinate such programs and to advise the Pastors and Elders at budget preparation time of the potential needs for the coming year.

4.2.9 The GMT may deviate from the above guidelines in cases of hardship or other sufficient reasons, including special needs on the missions field.

4.3 *Application*

4.3.1 Individuals interested in a short-term project should apply to the GM Team for a review of their proposed plans and approval of any financial assistance (ideally prior to the proposed budget in November). This application (**Appendix 4**) should clearly show what the candidate's role and contribution will be to the project, as well as what the candidate expects to gain.

4.3.2 *In addition to advising the Global Mission Team prior to the budget, the application/review process should be completed a minimum of 8 weeks prior to the expected departure date (exceptions may be made for those who learn of an opportunity later than the budget but funds are not guaranteed).*

4.4 *Financial Support*

4.4.1 Applicants generally are expected to provide at least 33% of their needed funding from their own resources or work. Normally, the applicant should finance as much as possible. The remainder may come from the church family or raised from the solicitation of others. Solicitation letters should include the following statement: *"In accordance with the Global Missions Policy of PBC, I plan to supply at least ___% of my financial needs from my personal funds."*

4.4.2 Candidates may solicit funds directly or indirectly from PBC members only after receiving approval from the GM Team. Financial needs should first be brought to the GM Team. Solicitation letters should be submitted for screening by the GM Team for content and accuracy.

4.4.3 Because we wish to encourage our Church Leadership to participate in missions, we will normally provide them and other approved leaders with full funding for short-term missions activities from the Global Mission budget.

4.4.4 Missionary programs supported and endorsed by PBC will follow guidelines 4.4.1 through 4.4.2 above under the supervision of the GM Team or designate. The 33% personal financial requirement can be modified for youth still in high school, but some personal sacrifice is expected. It will be the responsibility of the GM Team to inform and coordinate such programs and to advise the Pastors and Elders at budget preparation time of the potential needs for the coming year.

4.4.5 The GM Team may deviate from the above guidelines in cases of hardship or other sufficient reasons, including special needs on the mission field.

4.5 *Dispersion of Funds*

4.5.1 *A member of Pineland for minimum of 2 years will be eligible for up to 50% support.⁹*

4.5.2 *A member of Pineland for less than 2 years will be eligible for up to 15% support.*

4.5.3 *Non members will not be eligible for financial support.*

4.5.4 *A former member of PBC who has transferred his/her membership to another church of “like faith” as outlined in our Church Constitution due to relocation will be eligible to be considered for support. This former member would have to have been an active member in good standing for a minimum of two years.*

4.5.5 *Candidates should be encouraged to be a good steward maximizing ministry while minimizing expenses.*

4.5.6 *Monies given through PBC exceeding the individual support quota will be put in the Summer Missionary Fund to be administered by the GM Team.*

⁹ An exception may be made in the case of children of an PBC Pastoral staff member who has been on staff for less than 2 years.

5. Organizations

5.1 Qualification for Financial Support

All organizations to be supported must:

5.1.1 Be of a work that is harmonious with the mission purpose of PBC

5.1.2 Have a doctrine which is consistent with the Statement of Faith of PBC (Appendix 1).

5.1.3 Be unique in their areas service and ministry. For example, support will be considered for:

- Churches establishing a work in an unreached area, without any other evangelical church witness.
- Benevolent ministries providing services to needs not being met by another organization in the same location.
- Educational institutions which effectively combine academic excellence and sound Bible instruction with opportunities for Christian service.
- Local Ministries providing unique opportunities for ministry and partnerships in the Halton Community.

5.2 Guidelines for Financial Support

5.2.1 Initial support will be determined by the GM Team based on the needs presented and the funds available.

5.2.2 The term of support will be determined by the GM Team and may be for a specified or unspecified duration of time.

5.2.3 Annual evaluation by the GM Team will determine whether support will be increased, decreased or discontinued.

6. *Students Training For Vocational Ministry*

In order to encourage career training for Christian service, scholarships may be available as reviewed by the application process of the Global Mission Team (Application must be submitted).

The Global Mission Team should establish a discretionary fund available to applicants seeking a scholarship from Pineland Baptist Church. Discretionary fund amount must be requested from PBC when the annual budget is being planned by the Finance Team.

6.1 *Scholarships*

A scholarship will be awarded to individuals who meet (some) of the following criteria:

- Must be interested in full time ministry
- Entering as a full or part time student at an approved Bible College/Seminary/ institute or Christian Liberal Arts University.
- Must be a member of Pineland Baptist Church for at least a year.

Amounts awarded are at the discretion of the Global Mission Team as approved by the Board of Elders.

7. *Financial Policies and Administration*

7.1 *The Global Missions Budget*

We at PBC believe Global Missions is an integral part of our church life. It is not a standalone department or section of church activity but rather it is at the core of what the church is all about. Spiritual gifts are given to each believer within the church for the specific task of equipping one another to do God's work.

A vital part of that work is to "go and make disciples of all the nations". We therefore believe that financial support of missions should be a significant part of the church's total budget. At PBC we will continue to strive toward the goal of having the mission budget equal 10-15% of total budgeted expenditures of the church.

The Global Missions budget will be in accordance with PBC's definition of Global Missions (see Section 1.3), and this policy. It should include only those items relating directly to the support of individual missionaries, prospective missionaries, missions-related agencies or institutions, educational institutions training future missionaries, scholarships, mission-related projects, and activities to stimulate Global Missions awareness and increased dedication of PBC members. Other miscellaneous items should be limited to expenses supporting the administrations of the overall Global Mission program.

A contingency fund is to be included in the budget to provide a source of funds intended:

- to help individual missionaries and their needs in instances, which could not have been foreseen or budgeted, and
- to take advantage of special opportunities, which may develop during the year.

Disbursement of such funds requires a recommendation from the Global Mission Team and approval by the Elders and will be in accordance with this policy.

7.1.1. Budget Approval

Annually, the Global Mission Team will communicate with missionaries and their Agency/boards to determine individual financial needs whether PBC's financial support is appropriate.

The Leader of the Global Mission Team will present the proposed Global Mission Team budget to the Pastors and Elders at their September meeting.

Upon approval by the Pastors and Elders, the Global Mission budget will be presented at the annual meeting for final approval by the PBC membership.

7.1.2 Acceptance and Disbursement of Funds

Funds disbursed in compliance with the approved Global Mission budget will be taken from the General Fund. Cheques are normally prepared quarterly by the church bookkeeper.

Donations designated for individuals or organizations should normally be given to that individual or organizations and not through PBC. Such designated giving through PBC will be discouraged except in the case of designated special offering/project.

The Global Mission Team should be made aware of any memorials designated to Pineland missions or Wills involving PBC missions. A meeting will occur between the Elder of Global Missions, a representative of the Finance Team, and the next of kin of the executor of the estate to discuss a project to which the funds will be designated.

In the event money is received for an undesigned purpose, the PBC Elders will review and decide according to Revenue Canada and 4C's the correct direction whether to return the gift donated or its application for Pineland Ministry.

7.2 Preparation of the Missions Budget

7.2.1. A draft budget will be prepared by a sub-committee of the Global Mission Team for review and approval by the entire Global Mission Team.

- 7.2.2 Each year's budget will be based on a review and assessment of all currently funded missionaries and projects and consideration of future new opportunities.
- 7.2.3 Each year's budget will contain an unallocated amount for undetermined new missions projects and contingencies.
- 7.2.4. The Global Mission Team will seek to allocate financial support to our missionaries in foreign countries on an equitable basis that considers such factors as family size, education requirements, country lived in, living costs, currency rates of exchange, etc. This will be achieved by receiving on a biannual basis an estimated living expense budget and ministry expense budget from both the supported missionary, and from their sending agency.

7.3 *Revisions in Financial Support*

Any increases in the level of financial support resulting from the annual review for budgeting purposes will be implemented with the first cheque in the new fiscal year.

Any decrease in the level of financial support resulting from the annual review and as outlined under the terms of this policy (Section 3) will be reflected with first cheque in the new fiscal year.

7.4 *Letter to Newly Supported Missionaries*

All newly supported missionaries added to the PBC mission budget will receive a letter from the Global Missions team leader, with a copy to the mission agency, that indicates there will be a review of their ministry at the conclusion of the first year.

8. *Revisions of Policy*

8.1 *General Procedure*

The written Global Mission Policy may be revised at any time under the following procedure:

- 8.1.1 The Elder of Global Mission Team will appoint a temporary revision sub-team to prepare the proposed change(s) in draft form
- 8.1.2 The draft will be presented to the entire Global Mission Team for its review
- 8.1.3 The Global Mission Team will present recommended changes in the Global Mission Policy to the Pastors and Elders for approval
- 8.1.4 The revised policy will be made available to the general membership of the church.

8.2 Required Five Year Review

Every 4 years a policy revision sub-team will be formed to review the Global Mission Policy and to consider possible revisions. The sub-team will report its findings to the Global Mission Team for review and approval before forwarding any changes to the Pastors and Elders. This Global Mission Policy was initially approved in 2014. To be reviewed in 2018.